

## Expression of Interest – Primary Care Network Clinical Leads, Scarborough Ontario Health Team

### Company Biography:

Scarborough Ontario Health Team (SOHT) is one of the largest OHTs in the province and based in one of Canada's most vibrant and diverse communities. We are a network of over thirty partner organizations with a rich history of collaboration providing health and community services across the continuum of care. Our OHT's attributed population of almost 900,000 goes beyond the residents of Scarborough to include residents of neighboring communities that have made Scarborough their health care destination of choice.

SOHT partners are working together with hundreds of physicians within Scarborough and our active Client and Family Advisory Committee (CFAC) to co-design innovative, integrated solutions to providing care. SOHT is governed by a 24-member "Collaboration Council" that includes individuals from Scarborough Family Physicians Network (SFPN), CFAC, and partners from across all health sectors. The Collaboration Council is co-chaired by a representative of the lead agency (Scarborough Health Network) and a primary care physician representative of SFPN.

We are strongly committed to reducing health and social inequities to achieve improved population health. SOHT's 2025-2028 Strategic Direction support this objective through a commitment of:

### 1. Primary Care Transformation

Enhancing access to equitable, team-based care through leadership, co-design, and data-driven planning.

### 2. Integrating Clinical Services and Supports

Coordinating care for people with complex needs, with a focus on mental health, chronic conditions, and cross-sector collaboration.

### 3. Evolving the SOHT

Building a mature, resilient organization with refreshed governance, performance measurement, and sustainable operations.

SOHT is guided by the following Vision and Values:

*Vision - People will have optimal health and positive experiences through an accessible, equitable and integrated team, system of care, services and supports.*

*Our Values lead to EPIC CARE: Equity, Person-centered, Innovation, Compassion, Collaboration, Accountability, Respect and Excellence*

### About the position:

SOHT has been working since Summer 2024 to establish its Primary Care Network (PCN) through the PCN taskforce, which is comprised of members from various member organizations including leadership from Scarborough's Community Health Centres, Family Health Teams as well as Scarborough Family Physicians Network, Chief of Paediatrics at Scarborough Health Network as well as Community Paramedicine from City of Toronto. To build SOHT's PCN, the taskforce has been meeting regularly and is recruiting **two clinical co-leads that will be contributing 0.2FTE each**.

These positions will report to SOHT Collaboration Council and work closely in collaboration with SOHT Director.

### Position Overview:

The SOHT PCN Clinical Leads provide clinical leadership to Scarborough Ontario Health Team through its Primary Care Network (please see Appendix A for Governance Structure). The role focuses on improving clinical governance, supporting service transformation, and ensuring high-quality, client-centered care aligned with Scarborough Ontario

Health Team.

These positions require a minimum of 1 full-day per week per lead commitment, which will include work during business hours as well as flexibility to cover occasional weekend and evening commitments.

Interviews will take place the weeks of August 17 and 24 with on-boarding during the weeks of September 1 and 8.

**Position Term:**

Two years subject to renewal.

**How to apply:**

Interested applicants, please write to [ScarboroughOHT@shn.ca](mailto:ScarboroughOHT@shn.ca) by completing an Expression of Interest (Eoi) outlining your reasons for why you should be considered for this role no later than **5pm, August 8, 2025**.

**Responsibilities:**

- **Clinical Leadership**
  - Lead PCN development, recruitment for PCN membership, and HHR planning for Scarborough.
  - Improve access and attachment to comprehensive primary care, with a focus on equity-deserving populations.
  - Implement integrated chronic disease prevention and management strategies, with a focus on equity-deserving populations, as above.
  - Support identification and implementation of additional local priorities as defined by the SOHT and PCN.
- **Strategic Development**
  - Collaborate with PCN leadership to align services with SOHT and Ontario Health strategic goals.
  - Identify opportunities for innovation and service improvement including digital interoperability.
  - Support the development and implementation of integrated care and clinical pathways.
- **Operational Oversight**
  - Work with management teams to support recruitment, appraisals, and performance monitoring.
  - Attend and contribute to project and workstream meetings.
  - Monitor service performance and contribute to quality improvement initiatives.
  - Communicating with partners
- **Stakeholder Engagement**
  - Build strong relationships with member practices, community providers, and system partners.
  - Represent the PCN in relevant forums and ensure the voice of primary care is central to decision-making.
  - Liaise with Ontario Health alongside the Director of SOHT

**Education, Qualification and Experience Requirements:**

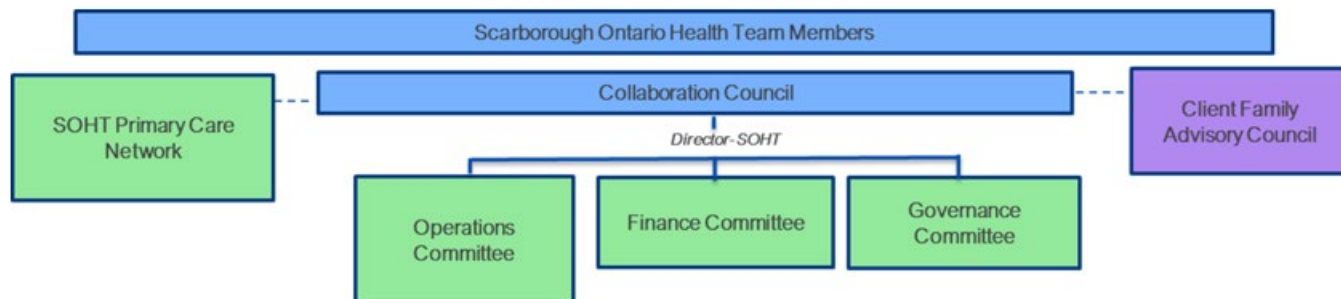
- Licensed and practicing comprehensive care family physician in Scarborough
- Minimum of 10 years of experience working in primary care setting
- Demonstrated excellence in interpersonal skills including ability to demonstrate tact and diplomacy with diverse groups of stakeholders, including patients, front-line healthcare providers, community agencies, and healthcare administrators
- Proven leadership and change management skills
- Minimum of three years of experience in service redesign or quality improvements
- Understanding of population health and integrated care systems

- Understanding of SOHT's PCN and SOHT
- Experience in drafting proposals, writing briefs, and budget tracking and monitoring
- Ability to develop reports and presentations for various stakeholders
- Strong working knowledge of computer applications, notably Microsoft Office
- Exceptional written and verbal communication skills, as well as attention to detail
- Critical thinking and strong ability to work independently and proactively anticipate needs of the SOHT and PCN.
- Exceptional organizational skills
- Attention to detail and high level of accuracy
- Maintain a high degree of confidentiality

**Accommodation Statement:**

SOHT embraces and celebrates our community's unique multicultural heritage and diversity. SOHT is an equal opportunity employer, dedicated to a culture of inclusiveness and diversity reflecting our diverse clients, staff and community alike. We are committed to providing barrier-free and accessible employment practices in compliance with the Accessibility for Ontarians with Disabilities Act (AODA). Should you require accommodation through any stage of the recruitment process, please make them known when contacted and we will work with you to meet your needs.

## Appendix A: PCN Governance Structure



### **Proposed Voting Members:**

There would be 16 votes in total. Of these, 10 of the 16 votes are community primary care providers.

- Family Physicians (FHG, FHO, CHC, FHT, CCM, solo/focused): 8
- Nurse Practitioner: 1
- Administrative Leader: 2
- Indigenous/Traditional Healer: 1
- Primary Care Pediatrician: 1
- Emergency Department Physician Lead: 1
- Client and Family Advisory Council members: 2

### **Proposed Non-Voting (Ex-Officio) Members:**

- PCN Clinical Lead (i.e., OHT Primary care Clinical Lead)
- SOHT Director
- Chief of Family Medicine (hospital-based)
- SOHT Staff Secretariat

### **Leadership and Operations:**

- Co-chair model (one physician, one non-physician), both voting members
- Staggered 1-year term for all members for continuity and the optional provision of an additional 1-year term during renewal, without elections
- Consensus-based decision-making is the standard approach, and voting is used only as a last resort.
- Secretariat support from SOHT